

IMA-EURO NSPS Training Plan

Who	What	How	Time Req	When	Where	Cost	Remarks
Trainers	NSPS Train the Trainer (T-3)	Classroom	Varies, for Europe 40 hrs	13-17 NOV 06	Europe - TBD	MACOM or CHRA	minimum 1 T3 trainer per garrison
All Employees	NSPS Workforce Briefings (Town Hall Meetings)	Chain Teaching Briefing	1 hour	Schedule	various locations	" "	ICW U'R CPD
	NSPS 101	On-line	1.5 hr	ongoing through 31 Dec 06	duty workplace/home	" "	
	Performance Management for Employees	Classroom	4 hrs	schedule	various locations	" "	CHRA and USAG trainers
	HR System Elements for managers/supervisors and employees	Classroom	4 hrs	schedule	various locations	" "	CHRA and USAG trainers
	Core Competency Training** - Change Mgt -Interpersonal Communications -Coaching&Counseling -Perf Mgt	On-line Army e-Learning via AKO	individual	several months prior to conversion	duty workplace/home	" "	
All Mgr/Spvsvr	HR System Elements for managers/supervisors and employees	Classroom	4 hrs	schedule	various locations	" "	CHRA and USAG trainers
Senior Leaders (GO & SES)	NSPS Senior Leader Forum or equivalent	Deskside	1 hr	schedule	various locations	" "	CHRA with Mr. Lang
Pay Pool Mgrs Pay Pool Mbrs	Pay Pool Mgt Course	Classroom	4 hrs	schedule	various locations	" "	CHRA trainers w/ IMA Region CivPer
HR Specialists & EEO	HR Elements for HR Practitioners	Classroom	24 hrs	schedule	various locations	" "	CHRA trainers
Employee w/ spvsvr or mentor	Civilian Leader Improvement Battery (CLIMB) **	On-line via AKO		after conversion	individual		

** Optional Training

Class size NTE 35

All trng material can be downloaded from CHRA website

Reprod of NSPS tng material costs and TDY charged to CHRA NSPS fund code 1 OF 1